

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 11 Number 15 • January 28, 1997

Campus Police Earn Coveted Accreditation

The University of Maryland Police joins an elite group of international police forces with its recent accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). The University police force received a unanimous vote, making it one of 450 (out of 17,000) in the country to receive this accreditation distinction. Only 16 other accredited forces are departments at colleges and universities.

The voluntary accreditation process involves an in-depth examination of the police force's administrations and operations. After a rigorous and comprehensive self-assessment of the 436 standards developed by CALEA, a team of CALEA assessors verified compliance with standards by checking its proofs and interviewing operations and management personnel. The assessors also conducted a public hearing to elicit citizens comments.

Chief Kenneth Krouse is quite proud of his agency's achievement and explains that this accreditation is a coveted award that symbolizes professionalism, excellence and competence. "This accreditation emphasizes that we have professional men and women dedicated to providing the best in police services to this community," Krouse says. "It opens our door and the way we do business to public scrutiny as well as to the in-depth evaluation by the Commission."

The standards address six major law enforcement areas: 1) role, responsibilities and relationships with other agencies; 2) organization, management and administration; 3) personnel administration; 4) law enforcement operations, operational support and traffic law enforcement; 5) prisoner and court-related services; and 6) auxiliary and technical services.

The department applied for accreditation in April 1994 and received a grant waiving the process's administration fee of \$7,600. Only 12 grants were awarded.

"In the scheme of things, \$7,600 isn't a great deal of money," says

—continued on page 2

Gregory Geoffroy, Penn State Science Dean, Named Provost

Gregory Geoffroy, of The Pennsylvania State University, has been named vice president for academic affairs and provost at the University of Maryland.

In announcing the appointment, President William E. Kirwan said, "The university will be greatly enriched by the addition of Gregory Geoffroy as its top academic officer. He is a highly distinguished scholar-teacher and an innovative administrator whose commitment to quality in higher education is certain to strengthen Maryland's position as a preeminent research university."

Geoffroy, currently dean of Eberly College of Science at Penn State, will assume his new position June 1, taking on responsibility for two-thirds of the university's \$725 million operating budget and oversight of all academic-related functions. He succeeds Daniel Fallon

who stepped down last July, after three years as provost, to return to teaching and research in the School of Public Affairs. Nelson Markley, formerly acting associate vice president for academic affairs, has served as acting provost since July.

"While I am sorry to be leaving Penn State," Geoffroy said, "I very much look forward to the exciting opportunities the new position at the University of Maryland at College Park represents."

Geoffroy has spent the past 22 years at Penn State, having joined the faculty in 1974 as an assistant professor in the chemistry department. After serving as department chair in 1988, he was chosen to become dean of the college in 1989, assuming responsibility for budget, personnel and academic quality for eight departments with more than 200



Gregory Geoffroy

tenure-track faculty. His tenure as dean has been marked by significant strengthening of each department within the college, the establishment of several cross-departments and cross-college research centers of excellence and an initiative aimed at raising the quality

—continued on page 2

Kirwan Takes Action on Ethnic Task Force Report

Like the state it serves, the University of Maryland boasts a diverse mix of ethnic minorities among its faculty, staff and students. In the eyes and minds of some of those minorities, however, the university needs to do more to boost their numbers and improve the campus climate.

These were among the findings of a 1995 report issued by the Asian, Hispanic and Native American Task Force, appointed by President William E. Kirwan and Janet Helms, chair of the President's Commission on Ethnic Minority Issues, three years ago.

Last November, Kirwan responded to those concerns with a 13-point action plan that identified specific initiatives, individuals responsible for those initiatives and a definitive timeline for implementing them.

Since the 1970s, the university has been committed to increasing the presence of ethnic minorities in both its student body and workforce, says Kirwan. Offices, programs and committees have been established to recruit, retain and graduate ethnic minority students, and similarly to recruit, employ and train ethnic minorities for the university's workforce.

"We want this campus to be one that truly reflects the diversity of our state, region and nation," says Kirwan.

Many of the university's efforts, par-

—continued on page 6

President's Action Plan in Response to the Asian, Hispanic and Native American Task Force Report

1. Establish hiring goals that double the 1996-2000 Affirmative Action Goals for Asian American & Hispanic American associate staff by the year 2000.
2. Establish hiring goals that double the 1996-2000 Affirmative Action Goals for Asian American & Hispanic American classified employees.
3. Increase the percentage of Asian, Hispanic and Native American academic administrators to at least 10 percent by the year 2000.
4. Establish a protocol to ensure a diverse representation on key academic committees.
5. Initiate a review of Asian American, Hispanic American and Native American faculty salaries.
6. Review salary, promotion and tenure policies and practices to determine whether or not they have an adverse impact on ethnic minorities.
7. Provide two additional full-time permanent positions to the Office of Multi-Ethnic Student Education to support Asian American and Hispanic American students.
8. Conduct a study of current financial aid policies and practices to determine whether or not ethnic minorities are treated fairly.
9. Establish parallel groups to develop courses on the Hispanic American and Native American experiences as has been done for Asian Americans.
10. Develop a plan to assess ethnic minorities credentials, review current employment procedures and create programs for preparing ethnic minorities for supervisory roles.
11. Develop unit initiatives to improve the climate for ethnic minority employees.
12. Develop a diversity statement for the College Park campus.
13. Appoint an expanded committee to monitor the Action Plan in concert with the Excellence through Diversity Action Plan and to provide an annual status report to the campus community.

Outlook Publication Schedule Spring 1997

Issue	Publication Date	Deadline/Copy Due
1	Tuesday, Jan. 28	Friday, Jan. 17
2	Tuesday, Feb. 4	Friday, Jan. 24
3	Tuesday, Feb. 11	Friday, Jan. 31
4	Tuesday, Feb. 18	Friday, Feb. 7
5	Tuesday, Feb. 25	Friday, Feb. 14
6	Tuesday, Mar. 4	Friday, Feb. 21
7	Tuesday, Mar. 11	Friday, Feb. 28
8	Tuesday, Mar. 18	Friday, Mar. 7
Spring Break Outlook does not publish the week of March 24		
9	Tuesday, Apr. 1	Wed., Mar. 19
10	Tuesday, Apr. 8	Friday, Mar. 28
11	Tuesday, Apr. 15	Friday, Apr. 4
12	Tuesday, Apr. 22	Friday, Apr. 11
13	Tuesday, Apr. 29	Friday, Apr. 18
14	Tuesday, May 6	Friday, Apr. 25
15	Tuesday, May 13	Friday, May 2
16	Tuesday, June 17	Friday, June 6
17	Tuesday, July 15	Thursday, July 3

For Your Interest and other items for Outlook should be submitted
at least 10 days prior to publication date.

Geoffroy Accepts Provost's Post

continued from page 1

of undergraduate education programs in the college.

"Greg Geoffroy has done a absolutely superb job at Penn State," says Penn State President Graham Spanier. "He has implemented numerous initiatives over the past seven years that have helped to bring the Eberly College into the top tier of science colleges in America. We will greatly miss his vision and leadership, but are very pleased that he has the opportunity to assume a post of even greater responsibility."

"Before moving to primarily administrative posts at Penn State, Geoffroy was a prolific researcher making many important contributions to new knowledge in organometallic chemistry. He significantly advanced the development of his field through his co-authorship (with Mark Wrighton of the Massachusetts Institute of Technology)

of the book Organometallic Photochemistry which has become the reference "bible" for those entering the field.

Geoffroy has received numerous honors and awards including faculty fellowships from the American Association for the Advancement of Science, the John Simon Guggenheim Memorial Foundation and the Alfred P. Sloan Foundation. He has also served as a visiting professor at the Louis Pasteur University in Strasbourg, France.

A graduate of the University of Louisville, Geoffroy earned his doctorate from the California Institute of Technology. He serves on the board of directors of the Association of Universities for Research in Astronomy and is past chairman of the American Chemical Society, Division of Inorganic Chemistry.

Campus Police Earn Coveted International Accreditation

continued from page 1

Accreditation Manager Lt. Bruce Robins, "but it's very prestigious to know we got it, and we're the only higher education department in the nation to have received it. It puts us under the microscope for the 2,000 or so agencies currently in the process of working toward accreditation."

As with other types of accreditation, Robins explains, police force accreditation is an ongoing, continuous process, with reassessment after three years. "Over the next three years we must

document that we're doing the things we say we're doing," notes Robins.

Locally, police forces in Prince George's, Montgomery, Anne Arundel and Baltimore counties are accredited. So, too, are the police forces in the cities of Rockville, Gaithersburg, Takoma Park, Salisbury, Hagerstown and Laurel.

CALEA, a 21-member commission, is the only law-enforcement accreditation organization in the country and is made up of members from four law-enforcement organizations; the International

Arts and Humanities Dean to Leave

Keith Morrison, who joined the University of Maryland at College Park as dean of the College of Arts and Humanities last summer, has chosen to return to San Francisco State University and resume the position of dean of the College of Creative Arts. His resignation is effective Jan. 30.

Morrison's departure centers on a difference of opinion between the dean and the university administration regarding responsibility for overseeing the public performance aspects of the university's Maryland Center for the Performing Arts now under construction and scheduled to open in 1999.

The Center, a joint venture of the state, the university and Prince George's County, has a broad-based mission serving first and foremost the performing arts programs at the university but also serving as an important regional performance center of the Greater Washington area and the Baltimore Washington corridor.

"The job I was given when I arrived on campus was in large part not the job

for which I was interviewed," Morrison said. "Further, the change would hurt the College of Arts and Humanities and probably the campus, and ultimately I would have been blamed for it."

In accepting Morrison's resignation, President William E. Kirwan said, "I deeply regret Keith's decision. His departure is both a personal and an institutional setback because he is so well suited to lead our College of Arts and Humanities." Kirwan went on to say, "the sad irony of this situation is that it occurs just as I thought we were reaching a mutually satisfactory agreement on the management structure of the performance halls in the Center."

Acting Provost Nelson Markley is actively consulting with the leadership and faculty of the College of Arts and Humanities on the course of action following Morrison's departure. Options being considered include appointment of an interim dean for a multi-year period and a full scale national search for a permanent replacement.

Four Agriculture Departments Merge

Merger for greater efficiency and economies of scale is the watchword as four departments were merged into two in the College of Agriculture and Natural Resource (AGNR). The two new entities are the department of natural resource sciences and landscape architecture and the department of animal and avian sciences.

Their status was made official Jan. 1 upon approval by UMS Chancellor Donald Langenberg.

The merger proposal previously had been approved by President William E. Kirwan, the College Park Senate and Thomas Fretz, dean of the College of Agriculture and Natural Resources.

Fretz expects the merger will result in greater collaboration by AGNR faculty members on problems and issues facing the Maryland agricultural community. It also should result in greater administrative efficiency to permit working within budgetary constraints.

Fretz notes that the identity of the four former departments will be largely maintained, and most course prefixes in the university catalogues will be unchanged.

Former entities in the department of natural resource sciences and landscape architecture were the department of agronomy and the department of horticulture and landscape architecture. Richard Weismiller is

the acting chairperson.

Weismiller formerly served the department of agronomy in a similar capacity. He also was acting chairperson for horticulture and landscape architecture. Last December, he and most faculty and staff members of the new department moved into state-of-the-art administrative and research facilities in the new Plant Sciences Building.

The former departments of poultry science and animal sciences comprise the new department of animal and avian sciences. Dennis Westhoff is the acting chairperson.

Westhoff formerly served as chairperson of the department of animal sciences and acting chairperson for poultry science. He also chaired the former department of dairy science, which was merged with animal science in 1992.

His entire faculty and staff is housed in the Animal Science/Agricultural Engineering building, completed in 1994.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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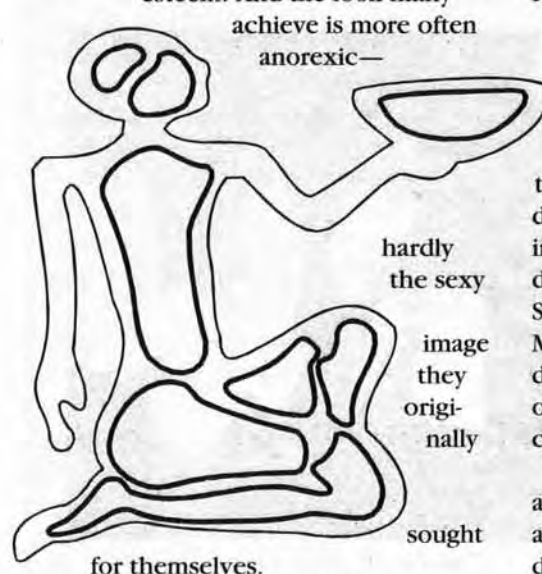
Letters to the editor, story suggestions and campus information are welcome. Please submit all material at least two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4629. Electronic mail address is outlook@umdacc.umd.edu. Fax number is (301) 314-9344.



Fight against Eating Disorders Highlighted Feb. 3-9

A glamorous face stares out from the cover of a fashion magazine. The latest film features a stunning actress possessing a practically perfect figure, complete with a size 36-DD chest. Yet these images often belie a lengthy list of cosmetic surgeries, deft photographic air brushing or film-friendly computer enhancements.

That bit of know-how does little to deter young women from starving or bingeing and purging their way toward achieving a similar look. In the process, they damage their bodies and their self-esteem. And the look many



While experts around the country daily battle to lessen the number of eating disorder victims, this year Feb. 3-9 has been designated Eating Disorders Awareness Week to highlight the problem. At the University of Maryland, a special event takes place on Tuesday, Feb. 4.

"Food Fright: A New Look at Body Image and Disordered Eating," features the showing of the much acclaimed musical cabaret that takes a hard look at a serious issue without sacrificing any of its theatrical power. According to Brenda Sigall, staff development coordi-

nator at the Counseling Center and Maryland coordinator for eating disorders and prevention, the film captures the "funny, moving" performance of four former off-Broadway actresses "who all had eating disorders."

"Five or six years ago, they stopped performing their cabaret show," says Sigall. But they turned their effort into a film. "It's a powerful, fast-moving piece," she says, "featuring a series of skits and songs." More importantly, the women deliver a message that Sigall hopes students, faculty and staff can relate to.

The free showing of the film takes place at 7 p.m. at the Hoff Theatre and the event is open to the public. Following the movie, a panel discussion featuring two professionals and two students recovering from eating disorders takes place. Panel experts include David Roth, director of eating disorders and obesity services at Sheppard-Pratt Hospital and Claire Moses, director of the women's studies department, who Sigall hopes "will offer the feminist perspective on socio-cultural issues."

According to the latest statistics, as many as 20 percent of college age women will develop an eating disorder. Men are also at risk, though many fewer men are affected. Sigall also notes that girls as young as 10 years old are being treated for eating disorders.

On college campuses, eating disorders can be an overwhelming problem with athletes. "Many coaches and trainers believe that lower body fat leads to better performance," says Sigall, "but there are no studies to support that theory." Wrestling, swimming and gymnastics are just three sports where these problems are most commonly seen.

Most eating disorders stem from women dealing with self-esteem issues, needing to have control of their lives,

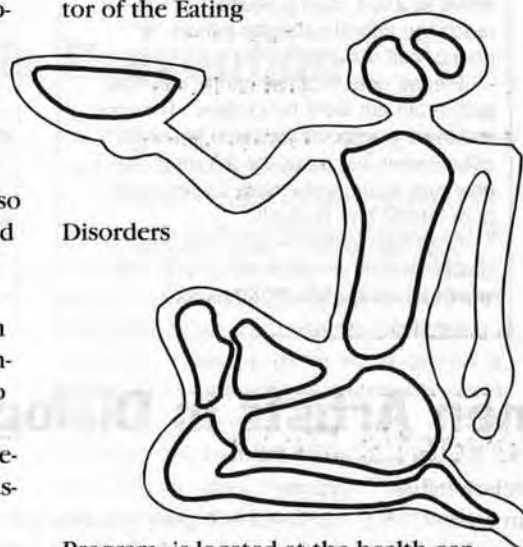
says Sigall. "Ultimately, they end up reducing their self-esteem."

In the early 1960s, when designer Mary Quant discovered Twiggy, the stick thin look took off, says Sigall. "Over the next 20 years, we saw models and beauty contestants getting thinner and thinner, yet the average American woman was getting larger," she adds.

That increase in size was actually related to improved healthcare for women, she says. But as women compared themselves to the Kate Moss's of their day, it led to increased body hatred for many women.

"As women, we're trained to think thin is beautiful," says Sigall, "but it's very anti-feminine for women who are then socialized into doing battle with their bodies."

Anyone seeking more information about, or help for an eating disorder can obtain it from one of two locations on campus, the University Health Center and the Counseling Center. Patricia Preston, coordinator of the Eating



Program, is located at the health center at 314-8184. Appointments can be made with Sigall through the Counseling Center at 314-7651

Goff Scholarships Reflect Namesake's Mission

More than 2,000 runners and walkers turned out last May to raise money at the Goff Memorial Scholarship Run in Bethesda. Last month, four high-achieving students were the beneficiaries of all that hard work as they accepted four Goff Memorial Scholarships in honor of David Goff and daughters Andrea, Sheri and Alyse, who were slain in their home July 1995.

Each scholarship reflects its namesake's mission in life. Amy Kaeufer of East Patchogue, N.Y., received the Sheri Goff Scholarship award for a student

majoring in nutrition. Kaeufer has a grade-point average of 3.67. Millersville's Amy Musk received the Alyse Goff Scholarship award designated for a student on the track or swim team.

Swim team member Musk is a biological science major with a grade-point average of 3.85. Elementary education major Juanita Sholes of Waldorf, has a 3.9 grad-pint average. She received the Andrea Goff Scholarship award for a student who wishes to teach or work with inner-city children. Siamak Moayedhi received the David Goff

Scholarship award for a junior or senior pursuing a career in the allied health sciences. Moayedhi is a biological sciences major with a 4.0 grade-point average from Chevy Chase.

The scholarships will enable current and future students to carry out the legacies of the Goffs through their studies at the university, says Leonard Raley, assistant vice president for university advancement.

Plans are underway for another benefit run to be held this year.

On-Call Contracts Offer Economical, Efficient Service

The department of architecture, engineering and construction recently announced two new procurement initiatives in a continuing effort to provide better customer service to its users.

"On-Call Carpet Contracts" caters to clients who are looking to upgrade the look of an office suite, reception area or other space through new floor coverings. Procurement has selected three companies with several grades of carpet in the most popular brands requested by the university. The contracts are set up with pre-established square yard prices which include installation.

Through this service, clients are able

to select the color or grade of their choice direct from the company without having to go through the department of architecture, engineering and construction.

For more information on the on-call carpet contract service, contact Kelly Ryan at 405-5833.

"On-Call Construction Contracting" is a recently-initiated system in which the department has identified and pre-approved five general contractors who will bid against each other on campus construction projects. The contractor who provides the lowest fixed price for a specific project is awarded the job.

The on-call contractor is responsible for providing all trade skills necessary to complete the job.

The department of architecture, engineering and construction expects to use the on-call construction contracting system on most non-capital projects. The department also anticipates that the new construction delivery system will provide clients with the most economical construction price for an established scope, without significantly impacting required design time or start time of construction.

Computer Science #1 in Publishing

The Association of Computing Machinery's December issue of Communications of the ACM measured, tabulated and assessed faculty productivity in computing research programs in the country and placed the University of Maryland first.

Following Maryland, in order, were MIT, University of Illinois, University of Michigan, University of Texas, Carnegie Mellon University and Stanford University.

John Gannon, chair of Maryland's computer science department, believes this prestigious ranking reflects the excellence of the department.

"I'm proud our department has been able to balance its commitment to high standards of teaching as well as the equally important academic research that helps define our university," Gannon says.

This quantitative evaluation of research programs is based on contributions to 17 representative research journals between January 1990 and May 1995. The list includes all of the research journals of the two major computing societies, the ACM and the Institute for Electric and Electrical Engineers Computer Society. To compute the rating on which the institutions were ranked, each research article in each journal issue was given a total weight of 1.0, which was then apportioned equally among all coauthors.

In academics, Gannon says, one measure of success is through the number of leading journals in which a faculty member's work is published.

Labor Historian Stuart Kaufman Dies at 56

Stuart Kaufman, a labor historian who served on the faculty since 1969, passed away Jan. 19. Kaufman, 56, died of a heart attack in his Garrett Park home.

At the university, Kaufman specialized in history of the American labor movement. He was named a history professor in 1992.

In addition to his teaching career, he served as head of the George Meany Memorial Archives and Historical Center at the George Meany Center in Silver Spring. He was also editor of the "Samuel Gompers Papers" and "Samuel Gompers and the Origins of the American Federation of Labor, 1848 to 1806."

Kaufman was the founder and editor of a quarterly magazine, "Labor's Heritage." He served as acting historian of the Labor Department in 1974 and was a member of the National Park System Advisory Board from 1991 to 1994.

A New York native, Kaufman received his bachelor's and master's degree in history from the University of Florida and a doctorate in history from Emory University. He taught at Morris Brown College and Texas A&M University before coming to Maryland.

Survivors include his wife, Phyllis, of Garrett Park and a son, David, of Ithaca.

Calendar of Events

January 28-February 6

Wednesday, Jan. 29

Entomology Colloquium:

"A Shifting Balance in Herbivore Population Regulation: Varying Influences of Food and Predators on Grasshoppers in Time and Space," Gary Belovsky, Utah State University, 4 p.m., 1140 Plant Sciences Bldg. 5-3959.

Thursday, Jan. 30

Meteorology Seminar: "Climate Response to Various Rates of Increase in Greenhouse Gases," Ron Stouffer, NOAA/Geophysical Fluid Dynamics Laboratory, 3:30 p.m., 2400 Computer & Space Sciences Bldg. 5-5392,

Monday, Feb. 3

Women's Basketball: Faculty & Staff Appreciation Night when Maryland Women's Basketball hosts rival Virginia, 7 p.m., Cole Field House. 4-7071.*

Tuesday, Feb. 4

CPR Class: Two-night class covering adult and pediatric CPR skills. Must register in advance in room 2118 of the University Health Center. 6-10 p.m., 3100 E University Health Center. 4-8132.*

Wednesday, Feb. 5

Language Lecture: "Linguistic Difference, Culture Studies and Institutional Structure," Russell Berman, Stanford University, 4 p.m., Multipurpose Room, St. Mary's. 5-4107.

CPR Class: One-night class covering adult CPR skills. Must register in advance in Room 2118 of the University Health Center. 6-10 p.m., 3100 E University Health Center. 4-8132.*

Thursday, Feb. 6

CPR Class: Two-night class covering adult and pediatric CPR skills. Must register in advance in room 2118 of the University Health Center. 6-10 p.m., 3100 E University Health Center. 4-8132.*

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2107 Stamp Student Union. To reach the inforM calendar editors by phone, call 405-0825.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Explore the Roots of African-American Culture with the Harlem Spiritual Ensemble

One of the world's premier interpreters of the American Negro spiritual, the Harlem Spiritual Ensemble, comes to the University College Inn & Conference Center in celebration of Black History Month Feb. 1 at 8 p.m. as part of the Concert Society of Maryland's World Song series.

The event includes a pre-concert seminar at 6:30 p.m. with Francois Clemmons, ensemble director; Otis Williams, director of the Nyumburu Cultural Center and Carol Robertson, ethnomusicologist with the School of Music. The concert features Linda Twine's cantata, "Sisters of Freedom," with text taken from the writings of Sojourner Truth and Harriet Tubman.

Tickets for the Harlem Spiritual Ensemble are \$23, \$9.50 for full-time students and children over seven; 10 percent discount for university faculty, staff and alumni association members; \$2.50 discount for senior citizens. Pre-concert seminar tickets are \$5 each or \$10 per family (up to four people).

For further information, call the Concert Society at 403-4240 or e-mail to consocmd@wam.umd.edu.



Body Art: Six Women Artists in Dialogue with the Female Form

Six female American artists explore the relationship between women, their bodies and society in a new exhibition titled *Terra Firma* at the Art Gallery through March 2. Curated by Art Gallery Director Terry Gips, *Terra Firma* features work in a broad range of media and stance: sculpture, painting, photography and installation encompassing issues of identity, aspects of the abject and strategies of humor, elegance, fantasy and fact.

The artists include Susan Brenner, Nancy Fried, Lorna Simpson, Kiki Smith, Faith Wilding and Barbara Zucker. A central and unifying proposition of the exhibition is that the body is not only familiar subject, but firm territory, the solid ground to which these women (and other artists) repeatedly return.

Brenner is represented by two installations. "A Holdfast Floating" consists of five large painted panels depicting female figures floating in water combined with text. "Exquisite Corpse" incorporates three six-foot columns of photographs in steel boxes and four vertical scrolls of text on tarpaper, each eight feet long.

A series of terra cotta torsos of a woman who has undergone a radical mastectomy are the featured works of Fried. Based on the artist's personal experience, these sculptures depict the blunt realities of cancer at the same time that they express the universal terror of loss. Through powerful gestures of hands, the inclusion of masks and the mythical revelation of life force within the wounded torso, Fried asserts the enduring strength of the material body.

Simpson's huge black and white images are composed of photographs, photogravures, felt panels and text. She uses the black female as a central pillar against which she positions text and images. Through provocative snippets of fact and fiction, Simpson embeds her work with issues of race and gender and summons the viewer to revisit history and stereo-

types.

Smith is represented by prints, drawings and small sculptures which depict the body, its parts and its functions. Using various modes of expression from "Breast Jar" (glass and water) to "Hair Do" (cast bronze) to "Worm" (cut paper, collage, intaglio) Smith avows the frightening fragility and vulnerability of the human body, and the parallel power of embracing such qualities in one's quest for self-definition.

A new work titled "Embryo World," is offered by Wilding.



Her installation of drawings and objects addresses the technologies, physiologies, mythologies and the representations of human reproduction. Also on display are three works from her life-sized dress series: "Raped Dress," "Infected Dress" and "Forced Pregnancy Dress."

Zucker takes a radically different approach in her series of sculptures "for beauty's sake." She depicts the woman's body as it has been simplistically reduced by societal expectations and by the human struggles of vanity and mortality. Her elegantly minimal—even quiet and restrained—sculptures in steel, bronze, rubber and other materials burst out of their formal readings when matched with their titles such as "Leg Shaving" and "Nose Job."

A series of lectures and discussions concerning the exhibit will be held throughout February. Brenner, Wilding, Fried and Zucker will discuss their respective works along with the more broad topics of critical theory and artists' survival tactics.

The lectures, as well as the exhibition are free and open to the public. An illustrated catalogue featuring a critical essay on each artist will be available.

New exhibition hours are Monday to Friday, noon to 4 p.m., Thursday, noon to 9 p.m. and Saturday, noon to 5.

In lieu of an opening reception, The Art Gallery will host a "Finissage" Closing Reception on Thursday, Feb. 27.

Nancy Fried's "Exposed Anger," from the *Terra Firma* exhibit at The Art Gallery, features a terra cotta torso representing a woman who has undergone a radical mastectomy.

Research Forum Focuses on Difference, Power, Identity in the Workplace

Polish up those research presentations, proposals, performances and displays. The Third Annual Diversity Research Forum is fast approaching and the call for papers has been issued.

The faculty relations committee of the Diversity Initiative encourages faculty, staff and students to submit works for the forum, to be held on April 10.

This year's forum focuses on "Renegotiating Workplace Culture: Arenas of Struggle, Processes of Change." The theme for the forum draws on major events that have happened in the past year, says Gabriele Strauch, co-chair of the Diversity Initiative faculty relations committee.

This year, racism in the corporate culture at Texaco, sexual harassment cases at Mitsubishi and in the coal mining industry and the undercutting of affirmative action by proposition 209 in California have dominated the news agenda. The University of Maryland has witnessed struggles over domestic partner benefits and Banneker scholarships.

"It's really important—this whole

notion of what diversity means. There are still a lot of people who think it's all about race and gender. It encompasses a large range of things," Strauch says.

The forum provides an opportunity to explore the broad range of diversity issues underlying these recent events, such as the ongoing struggle over difference, power and identity in the workplace. In turn, says Strauch, the forum allows participants to tie these recent events to academic research.

The committee is looking for a variety of presentations in an effort to include staff and students in the forum, Strauch says. Informal research, skits,

videos or discussions of diversity events, such as the results from last

year's Electronic Town Meeting organized by the classified relations committee of the Diversity Initiative are welcome. Any papers that examine diversity issues at the university level are of particular interest to the committee.

Strauch says anyone interested in presenting at the diversity research forum should submit a one-page abstract of the proposed 20-minute presentation by March 10. Any supporting audio or visual material, or a description of such, should be included.

Send submissions to:
Paul Brown, Maryland Fire and Rescue

Institute, Campus; Robert Steele, 2141 Tydings; or Gabriele Strauch, 1102 Francis Scott Key.

The College of Behavioral and Social Sciences created the first diversity research forum, called the Research Forum on Race, Gender and Identity, three years ago. The Diversity Initiative co-sponsored the event. Since then, the faculty relations committee of the Diversity Initiative has organized the forum into an annual event and sponsors it with other colleges.

Strauch says the committee is looking for next year's co-sponsor and hopes that each year another college will take on the event. This year, the A. James Clarke School of Engineering and the Maryland Fire and Rescue Institute are co-sponsoring the event.

The forum held last year was co-sponsored by the College of Arts and Humanities and centered around the theme of diversity in the post-O.J. Simpson and Nicole Brown Simpson era.

—KIRBY DICKEN



**DIVERSITY
AT UMCP
MOVING
TOWARD
COMMUNITY**

Collaboration is Critical Key to Crisis Prevention

Given the subject and some of the players involved, the event could have been called a summit. But the discussion of risk assessment and crisis early warning systems took place during the Center for International Development and Conflict Management's (CIDCM) three-day workshop held on campus last November.

Sponsored by the Joint Warfare Analysis Center of the U.S. Department of Defense, the workshop brought together leading public and private sector projects from several countries developing, testing and applying models, indicators, data systems and related methodologies for use in crisis early warning. Over three days, 25 different presenters discussed ethnic conflicts, refugee flows, internal war, famine, genocide, state collapse and other crises.

"Representatives from both the public and private sectors were able to talk in plain language," says John Davies, co-convenor of the workshop with Ted Robert Gurr, and research coordinator at CIDCM. For many of the workshop participants, says Davies, "it was the first time they'd ever had a chance to talk together with people in their field from both sectors."

In addition to taking stock of rapid developments in early warning systems, the workshop was designed to promote a dialogue that would ensure that ongoing research and development is closely linked to the needs of those responsible for anticipating crises and planning and initiating early responses to avert or alleviate them.

Those involved in the dialogue included not only academics but also representatives from the United Nations, the U.S. State Department, the United States Agency for International Development, the Organization for Security and Cooperation in Europe and the Swiss Peace Foundation, among others. ("Even countries like Switzerland get in the business of preventive diplomacy, and of being prepared to provide relief services in

crises," says Davies.)

"There is no one country or body that can handle all these crises," says Davies. "Information exchange and collaboration is critical."

Even the ever-useful Internet is playing a role in this area. A "relief web" is currently being developed by the U.N. Department of Humanitarian Affairs, says Davies. Restricted access, he says, means the early warning information would only be for peacemaking organizations and relief agencies.

During the workshop, the presenters discussed macro-level structural indicators, micro-level dynamic indicators, environmental and economic factors,

pre-organize their resources when provided with early warning.

Academics, says Davies, play a critical role in early warning systems as they can develop formal models that can be tested systematically. Because there are different types of crises and different ways of managing them are required, a range of early warning systems is developed, says Davies.

Davies notes that structural indicators and dynamic indicators are both crucial to early warnings. Structural indicators include: a history of reliance on coercive methods to control dissatisfied groups, restricted access to information, lack of checks and balances on executive powers and chronic denial of access to the political process. Dynamic indicators, such as violent demonstrations, new repressive policies or arms transfers, enable experts to look at the day-to-day developments in unstable countries for signs of accelerating escalation or de-escalation.

With enough warning, says Davies, "you're able to shift your relief sources and efforts toward diplomacy to see if timely intervention can avert the crisis or minimize its impact."

Davies admits there is no such thing as 100 percent accuracy. "Even if you have 50 percent accuracy, preventive intervention is much less expensive than reacting only after violent conflict escalates," he says.

Since the end of the Cold War, says Davies, there's been a drop in the number of international wars, yet there are still plenty of deadly internal wars and crises. "Managing these crises should be the thrust of anyone looking to strengthen world peace."

Workshop participants, says Davies, were keen that such a conference should take place more often. "Several said it was the best they've attended," he notes. Davies says CIDCM hopes to follow up on this workshop with another in two years.

Papers from the conference will be published as an edited volume.

—JENNIFER HAWES

"There is no one country or body that can handle all these crises," says John Davies. "Information exchange and collaboration is critical."

—John Davies, CIDCM

current and evolving early warning systems and future development, collaboration and applications.

Early warnings are crucial to containing a conflict and keeping it from spiraling out of control. "The key is to start before shots are being fired," says Davies.

"We need to get away from being reactive fire brigades to being preventive; or at least having someone there as soon as it breaks out, to contain it." Relief services, he says, can shift and

Criminologists to Investigate Prevention

Crime prevention. It has been on nearly every candidate's platform over the past few years. But just how well do crime prevention measures work? University of Maryland criminologists plan to find out.

The United States Department of Justice has selected the University of Maryland to review the effectiveness of crime prevention programs mandated by the U.S. Congress in the 1996 Crime Bill. The report recently presented to Attorney General Janet Reno will help guide all national policies on crime prevention, particularly those programs funded by the U.S. Office of Justice Programs.

"This study will provide legislators with solid evidence as to which crime prevention programs work, which are promising and which should be scrapped," says Lawrence Sherman, chair of the department of criminology and criminal justice and lead member of the review team.

The scientific review will examine crime prevention in eight institutional settings: families, communities, schools, labor markets, residential and commercial facilities, police agencies and courts and correctional agencies. The report will attempt to classify and evaluate all policies that have possible crime prevention effects, including the Head Start program for children and the Three Strikes program for repeat offenders.

Because not all studies are created equal, the review team will evaluate each program on the strength of the scientific evidence for the conclusions it reached, and the strength of the crime prevention effects it may have found.

The criteria for program success will include measures of crime itself, as well as risk and protective factors shown to affect crime.

The report is due to be released to the public in February or March.

Kirwan Responds to Task Force Report with 13-Point Action Plan

continued from page 1

ticularly with regard to African Americans, can be deemed successful, says Kirwan. But "periodic, comprehensive studies of the experiences of ethnic minorities at College Park are needed to help measure our progress toward achieving our diversity goals."

Co-chaired by professors Robert Yuan and Pedro Barbosa, the task force was asked to determine the extent to which opportunities exist for access, participation and success of Asian, Hispanic and Native American faculty, students and staff at College Park.

The 1995 report issued by the task force offered a critical assessment of the state of the campus. Some of the chief issues of concern were the limited presence of Asians, Hispanics and Native Americans in the university workforce, a perceived chilly campus climate, low enrollment of Native American students, frustration with the limited amount of staff support and the limited number of courses that focus on the Asian American, Hispanic American and Native American experience.

"The task force did an excellent job of assessing this campus and determining how we can improve the environment with regard to Asian, Hispanic and Native American faculty, staff and students," says Kirwan. "They had the daunting task of trying to place the goals of diversity in some perspective and I want to express my appreciation to all the members who contributed their time and insights to develop this report."

According to a study conducted at the University of California at Berkeley, institutions experience diversity in three different phases. In Phase I, institutions experience diversity as an option, in Phase II as separate enclaves, and in Phase III as mutual enhancement. According to Kirwan, "The report of the Asian, Hispanic and Native American Task force was designed to help College Park move toward Phase III."

The task force identified as one of its most critical issues, the limited number of Asians, Hispanics and Native Americans in the university workforce,

"We want this campus to be one that truly reflects the diversity of our state, region and nation."

William E. Kirwan

both as faculty and staff. Though the number of Asian American and Hispanic American undergraduate students at College Park increased significantly between 1975 and 1995, the proportion of these minorities in the workforce has not kept pace. In addressing this concern, the Task Force Report calls for substantial increases in the employment of faculty and staff with special emphasis on increasing their presence in leadership and supervisory roles.

Comparison of Asian, Hispanic and Native American Task Force Goals with the 1996-2000 Affirmative Action Goals

Task Force Recommendations/Goals	Task Force Employee Recommendations			1996-2000 Affirmative Action Goals		
	Asian American	Hispanic American	Native American	Asian American	Hispanic American	Native American
1. Double the number of Hispanic American and Native American faculty members.		40 ¹	5		44	1
10. Double the number of Asian American associate staff and triple the number of Hispanic American and Native American associate staff.	80 ²	50	2	9	11	0
11. Double the number of Asian American and triple the number of Hispanic American and Native American classified employees.	107	196	24	20	20	0

¹ Tenure and Non-Tenure Track

² Includes employees at Executive/Administrative/Managerial and Professional Levels

According to Kirwan, the university's current campus employment goals, the 1996-2000 Affirmative Action Goals (see chart above), are based on federal guidelines that use availability data.

"The difference between the task force employment goals and the 1996-2000 Affirmative Action Goals are rather dramatic," says Kirwan, "except in the case of goals for Hispanic American faculty where the Affirmative Action goals exceed the Task Force recommendation."

Because of their small numbers, the case for Native Americans differs greatly from that of Asian and Hispanic Americans. "The Native American population is so small in this state that it's very difficult to set numerical targets," says Kirwan. "But the report makes clear our appreciation of the need for attention to the Native American population and our commitment to do what we can to reach out to this community. We certainly want the university to be a place Native Americans see as a welcome environment where they can succeed."

The university, says Kirwan, will continue to make special efforts to meet its employment goals for Native Americans as established in the 1996-2000 Affirmative Action Plan.

The Hispanic American and Asian American populations are rapidly increasing in the nation, state and region. "Just as we have facilitated providing a 'critical mass' of faculty and staff to support our African American students, we must now attempt to do the same for Asian Americans and Hispanic Americans," says Kirwan. "The challenge we face is to develop meaningful goals that combine our aspirations for greater representation of ethnic minorities in our workforce with the reality of the available pool of applicants."

Ethnic minority staff members have expressed concern about the campus climate. Some believe that performance evaluations and current career advancement opportunities are more related to ethnicity than to job performance. Kirwan has asked the vice president and deans to develop initiatives to improve the climate for ethnic minority employees in their units and to provide

annual status reports.

The task force report also suggests that ethnic minorities are experiencing difficulty in obtaining supervisory level positions. Vice President for Administrative Affairs Charles Sturtz has been asked to develop a plan that would help increase the likelihood of a successful experience and better prepare ethnic minorities for supervisory roles.

The prevalence of ethnic minorities on this campus is a relatively recent

"...periodic, comprehensive studies of the experiences of ethnic minorities at College Park are needed to help measure our progress toward achieving our diversity goals."

William E. Kirwan

development, says Kirwan. Although African Americans were prohibited by law from attending the university until 1954, other ethnic minorities were virtually non-existent.

In the university's Minority Achievement Plan submitted to the Maryland Higher Education Commission in 1991, the university established a 1998 enrollment goal of 6 percent for Hispanic American students. The task force recommends an increase in Hispanic American enrollment of 2 percent a year over the next five years. At that pace, by the year 2000, Hispanic Americans would comprise 14.2 percent of the undergraduate student population.

"In light of the limited number of Hispanic American students available for admission," says Kirwan, "this is an unrealistic goal." According to a recent American Council on Education report, the high school drop-out rate for Latinos is 35 percent, compared with 9 percent for whites and 14 percent for African Americans. Also, the College

Board 1996 Profile of College Bound Seniors states that Hispanic American students represented only 2.7 percent of the SAT test takers in Maryland in 1996.

Based on these facts, the university will not establish any new goals for the enrollment of Hispanic American students, but will work aggressively with the high schools and community agencies to help ensure that these students will participate in higher education in ever-increasing numbers, says Kirwan.

"As the university of the state of Maryland, our demographics should reflect those of the state," says Kirwan. "If we met the goals of the task force report, however, we would have a greatly underrepresented white population on our campus."

The task force's numbers were such, says Kirwan, that only 50 percent of the university's students would be white. "But 75 percent of the Maryland population is white. You can't really expect to get up to numbers that are much greater than the representative population in the state."

While still in the final approval stage, there is a diversity statement being developed for the university at Kirwan's request. The statement is intended to describe as well as explain the university's commitment to diversity.

One of the president's most significant concerns is that there be a means of monitoring the action plan to ensure full implementation. Kirwan has asked the Acting Provost Nelson Markley to expand the committee initially established to advise the provost on the implementation of the Excellence through Diversity Action Plan.

—JENNIFER HAWES

1996 Annual Report of the Campus Compliance Officer

"Because excellence knows no distinction of race, culture or gender, the University of Maryland at College Park has made the diversity of its human resources and educational opportunities a distinguishing characteristic of its institutional identity." These words from the university's Mission Statement set the rhetorical stage for successful implementation of the university's Human Relations Code.

The code, which has governed the campus community since October 1976, was established to prevent and eradicate discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, personal appearance, age, national origin, political affiliation, physical or mental disability and on the basis of the exercise of rights secured by the First Amendment of the United States Constitution. The Code reflects the institutional recognition that the campus must strive actively and creatively to build a community in which opportunity is equalized.

The Office of Human Relations Programs plans, develops, gives direction to and coordinates the overall campus effort to prevent and eliminate discrimination based on the factors listed above. The office is directly responsible to the President, and assists and coordinates the human relations activities of 25 equity administrators representing the various units of the campus. In addition, the office regularly receives advice from the Senate Committee on Human Relations, a campus-wide body which is charged with fostering better human relations among all individuals and groups on campus; advising in the development of positive and creative human relations programs; advising in the prevention and eradication of all forms of discrimination prohibited by the Code; and making regular assessments of the state of human relations within the purview of the campus.

As Campus Compliance officer in the office of Human Relations Programs, I investigate and work to resolve complaints of discrimination under the Human Relations Code. (The complete text of the Code may be found at pages 245-49 of the 1996-97 Undergraduate Catalogue and at pages 672-83 of the Fall 1996 Graduate School Catalogue.)

Complaints under the Code may be presented either to the office or to the unit equity administrator. I also provide assistance in connection with informal inquiries and consultations involving challenging interpersonal matters that may or may not fall within the Code's subject-matter jurisdiction.

In addition, each year my office receives a number of referrals from the university Police Department of matters that are classified as Racial, Religious, Ethnic or Sexual Orientation (RRES) Incidents. From late November 1995, when I started work as Campus Compliance officer, to late November 1996, I gave attention to 156 such complaints, consultations and referrals. This total number represents an average rate of three new matters per week over the past year.

The 156 complaints, consultations and referrals presented to the office from late November 1995 to late November 1996 included expressions of concern in the following substantive

areas: workplace issues such as job duties and supervisors' behavior; grading (under Article II.D.4. of the Code, however, the Code does not apply to grade disputes; rather, such matters are to be addressed using the university's procedures for review of alleged arbitrary and capricious grading, found at page 265 of the 1996-97 Undergraduate



Laura Keohane

Catalogue, and at pages 685-87 of the Fall 1996 Graduate School Catalogue); graffiti or vandalism in Residence Halls and in other campus buildings; for staff members and academic administrators, issues arising in the context of the Performance Review and Development (PRD) process; faculty compensation issues; and questions arising in connection with requests for reasonable accommodation by students, staff and faculty members who identify themselves as disabled (all such requests for reasonable accommodation are to be coordinated by the campus's Disability Support Service, located in Shoemaker Hall). These selected examples provide a concise overview of the nature of matters likely to be presented as Human Relations concerns.

My work as Campus Compliance officer, and the work of the office of Human Relations Programs in general, reflects the university's commitment to diversity as a guiding principle for every facet of campus life—living, learning, employment, recreation, public service and personal growth. My office, like other units and departments of the university, works hard to continue to build an equitable campus community, where a diverse group of students, staff and faculty members of every race, color, religion, sexual orientation, marital status, appearance, national origin, political affiliation, ability and of both sexes and various ages, have an important place in the fabric of the institution.

For more information about the university's Human Relations Code, the Code's enforcement procedures, the office of Human Relations Programs and its programs for preventing and eliminating discrimination, please stop by the office, located in 1107 Hornbake Library; call me at 405-2839; or e-mail me at lkeohane@umdacc.umd.edu.

—LAURA KEOHANE
CAMPUS COMPLIANCE OFFICER

Campus Compliance Statistics

From November 1995-November 1996, the individuals who brought 156 situations to the Office's attention were distributed among the following groups:

		Percent
Undergraduate student	66	42
Classified Staff	31	20
Faculty member	16	10
Graduate student	14	9
Other/status unknown	11	7
Associate Staff	9	6
Academic administrator	2	1
Contract employee	2	1
Guest/visitor	2	1
Job applicant	2	1
Applicant for admission	1	<1

During the same period, the differing contexts in which the situations arose were distributed as follows:

		Percent
Employment	64	41
Education	37	23
Living	26	19
Other/context unclear	26	17

The 156 inquiries, consultations and complaints were distributed among the campus's five major units in the following proportions:

		Percent
Academic Affairs	87	56
Student Affairs	44	28
Administrative Affairs	11	7
University Advancement	2	1
Office of the President	2	1

Seventeen of 156 matters, or 11 percent, were presented to the Office as formal complaints under the University's Human Relations Code. These formal complaints were resolved in the following manner:

Dismissed - no probable cause (Article III.I. and J. of Code)	4
Investigated and resolved to parties' mutual satisfaction (usually without explicit findings) (Article III.K. of Code)	3
Referred to President's Legal Office	3
Still in progress (as of December 1996)	2
Referred to Major Unit Equity Administrator (Article III.E. of Code)	1
Dismissed - no personal jurisdiction (Article II.E. of Code)	1
Dismissed - no subject-matter jurisdiction (Article III.I. of Code)	1
Referred to Staff Ombuds Officer	1
Withdrawn by complainant	1

For Your Interest

Call for International Volunteers

The Maryland English Institute seeks volunteers for its Speaking Partners program, which matches international students studying English with American volunteers.

The program gives international students the opportunity to practice their English with an American in a non-classroom, informal setting. Students and volunteers meet once a week for an hour of conversation.

Volunteers are also needed for the Welcome Home to Maryland program, which matches international students with volunteers from the university community. Volunteer families/individuals in this program meet with students on a regular basis and partake in activities that allow the students to become familiar with American culture.

For more information on either program, contact Denise Burns or Marcie McMahon at 405-0336 or stop by 2140 Taliaferro Hall.

The Changing Perspective of German Studies

Next month the department of Germanic studies hosts its second event in the ongoing German Lecture Series.

Russell Berman of Stanford University will speak Feb. 5 at 4 p.m. on the topic "Linguistic Difference, Cultural Studies and Institutional Structure." Berman is the chair of the German studies department at Stanford and has published extensively in the areas of literature and society, empire and colonialism and critical theory. His lecture will address changing perspectives within the field.

For more information, call Elke Frederiksen at 405-4107.

Korean Food and Security

"Food and Security on the Korean Peninsula," is the topic of an upcoming symposium taking place Feb. 18 in the University College Inn & Conference Center.

Co-sponsored by the American Enterprise Institute, the Korea Economic Institute, the Korea Council and the Korea America Friendship Society, the symposium features several panel discussions about Korean agriculture and security issues.

The seminar is open to the public, but a reservation fee of \$15 is required.

For more information, call Patrick Parsons at 405-0351.

African-American Architecture

In recognition of African-American History Month, the School of Architecture is sponsoring a lecture by architect Jack Travis of New York. The lecture takes place Feb. 12 at 7 p.m. in the School of Architecture Auditorium.

Travis is the head of the architecture and interior design firm JTA and has worked for film maker Spike Lee

and actor Robert DeNiro. He is also the author of African American Architects: In Current Practice.

In his lecture, Travis plans to discuss "Foundations and Accusations in Our Work."

For more information, contact Matthew Bell at 405-6301.

Professional Concepts Exchange

The 16th Annual Professional Concepts Exchange conference, sponsored by the President's Commission on Women's Issues and the Professional Concepts Exchange Committee, is scheduled for May 28 in the Stamp Student Union.

The purpose of the all day conference is to promote the goals of professionalism and excellence through the examination of issues involved in making the work environment more effective, challenging and rewarding.

The conference is open to classified employees only.

For more information, contact Erinn Joyner at 405-4520 or e-mail at et14@umail.umd.edu.

Lift Every Voice

If you have a passion for singing gospels, spirituals and all kinds of sacred and secular music, now is your chance to audition for the university's acclaimed Maryland Gospel Choir.

Director DeWayne Gregory will hold open auditions Jan. 30 and Feb. 6 from 6 to 7:30 p.m. in room 2102 of Tawes Fine Arts Building.

Those who are interested in auditioning should call 931-8801 and leave their name, phone number and voice style. Applicants should come prepared to sing two songs of their choice, one must be a hymn.

Spring into Art and Learning

Spring 1997 art and leisure classes begin the week of Feb. 17 at the Art & Learning Center. The classes are non-credit courses designed for children, teens, adults and senior citizens. Areas of instruction include painting, drawing, photography, pottery, ballroom dancing, T'ai Chi Chu'an, yoga, massage therapy and aerobics. A discount is offered for early registrations before Feb. 10.

For more information, or to receive a brochure call 314-2787.

Diversity's Spring Focus

Plans are currently under way for the Diversity Initiative's Spring Focus Weeks, April 6-19. The initiative would like to focus on specific diversity issues, such as age, class and sexual orientation on various days. If your organization is planning a diversity-related event anytime between April 6-19, contact Beth Workman at 405-4622 or Kimberly Gladfelter at 405-2763.

Interested in Europe?

Faculty, staff and students interested in Europe can subscribe to the newly-established listserve -europe-.

To subscribe, contact Martin

Heisler at 405-4167 or e-mail to mheisler@bss2.umd.edu.

Share your Terrapin Pride

Join students, parents, alumni, staff and faculty to advocate for the interests of the University of Maryland by attending the first annual "Terrapin Pride Day: Advocates in Annapolis." The event is planned for Feb. 5 in Annapolis, starting at 3 p.m. with a kick-off gathering, followed by informal legislative visits to senators and congressional leaders.

The highlight of the day is the Parents' Association's Fourth Annual Legislative Reception which is being held at 5 p.m. in the Governor's Reception Room of the State House. "Terrapin Pride Day" will be capped off by a Louis Goldstein-guided tour of the State House.

Reservations for "Terrapin Pride Day" are required.

For reservations or more information, call Helen Rauscher at 405-7173 or Brooke Lecky at 314-8429.

Call for Proposals

"Black Scholars and Leaders: Preparing Our Communities for the 21st Century" is the theme of an upcoming conference taking place at the university April 19.

The goal of the conference is to facilitate the intellectual and cultural development of African-American high school and college leaders by allowing them to analyze some of the critical issues facing the community.

Conference organizers are currently seeking conference proposals which respond to topics such as community service and leadership, international partnership across the African diaspora, affirming cultural identity and political activism. The deadline for submission is Jan. 31.

For more information, call Patricia Thomas at 314-8366.

Recognizing Disabled Staff

In order to recognize the meritorious efforts of members of the campus community, the President's Commission on Disability Issues is asking for nominations of those persons or groups who have worked to improve the quality of life for disabled persons at College Park.

The awards may be given to a group or individual who has made significant contributions to this area. Historically there are three awards given: Faculty Disability Achievement Award, John W. King Staff Disability Achievement Award and Student Disability Achievement Award. Deadline for nomination submissions is March 7.

For more information, or to submit a nomination, contact Lida Larsen at 405-2936 or e-mail to lida_larsen@umail.umd.edu.

International Travel Fund

The next deadline for applications for travel grants from the International Travel Fund is Feb. 15.

Funds are available for university faculty who are planning to conduct research abroad. Awards cover air fare only and applicants must have an invitation from a host scholar or institution. Please note that travel to conferences, conventions or other international meetings will not be supported.

For more information or to receive an application, contact Valerie Williams in the Office of International Affairs at 405-4772.

Entrepreneurs Reception

The Dingman Center for Entrepreneurship invites local entrepreneurs to a business reception on Feb. 4 from 5:45-8 p.m.

The reception is an opportunity for entrepreneurs to meet local providers of capital. The panel will feature Chip Stellges of Allied Capital, Jim Pastoriza of AT&T Venture Fund, Frank Adams of Grotech Capital Group and Stephen Rochereau of Space Vest.

The event takes place at the Tysons Corner Marriott in Vienna, Va. General admission is \$50 and \$40 for Dingman affiliates.

To register, or for more information, call 405-1112.

Staff B-Ball Appreciation Night

University Athletics invites all faculty and staff to the Feb. 3 Faculty and Staff Appreciation Night when Maryland Women's Basketball hosts rival Virginia. The game has a 7 p.m. tip off and will be broadcast on Home Team Sports.

Any faculty and staff member presenting identification on game night will receive \$1 off each youth ticket purchased.

Any department that has at least five staff or faculty members present receives scoreboard recognition for their department.

In addition, four raffles will be held throughout the game where only faculty and staff may register and win university merchandise.

For more information, call Rob Butcher at 314-7071.

Unlocking Science with KEYS

On Feb. 8, from 9 a.m. to 4 p.m., the university's Society of Women Engineers chapter in collaboration with SWE chapters at Howard University and Catholic University will sponsor "Keys to Empowering Youth," an engineering program for 11- to 13-year-old girls. The KEYS program focuses on empowering activity for girls such as breaking stereotypes, problem solving and self-esteem building, in addition to exposure to the field of engineering through hands-on lab experiments.

Enrollment for the program is limited to 25 girls. Registration fee is \$10.

For a brochure and application, contact Jennifer Vest at jvest@deans.umd.edu or call 405-0315.